

REPORT TO SENATE

SHEILA EMBLETON, VICE-PRESIDENT ACADEMIC AND PROVOST

October 23, 2008



Note: the annual VPA&P report on appointments, including tenure stream and other full-time appointments, with details on equity data, was made available to Senators on the Senate web site in advance of the October 23 meeting; since enrolment planning, particularly graduate enrolment planning, is also crucial, the report includes an update on this area as well (following on the enrolment presentation at September Senate); the report also includes some information on student experience measures (student/faculty ratios and class size), up to 2007-2008, but we will not have reliable information for 2008-2009 until later in the year

(a slightly updated version of that report accompanies this current report)

- the focus of this report to Senate is on the approach we are taking to appointment planning in the context of current financial realities, as detailed in the report of the Vice-President Finance & Administration, and efforts to link resource planning more directly to academic priorities as articulated in the UAP and elsewhere; in this context tenure stream appointments are a very precious resource



GRADUATE GROWTH AND STRATEGIC APPOINTMENTS 2006-2007 TO 2009-2010 - BY FACULTY

FACULTY	2006-07 GRAD GROWTH APPTS. MADE*	2007-08 STRATEGIC APPTS. MADE	2008-09 STRATEGIC APPTS. MADE	2009-10 STRATEGIC APPTS. AUTHORIZED
AS	6	7	0	LA&PS 3
AK	3	4	1	
ED	1	0	0	1
FES	1	0	0	1
FA	2	1	2.5	1
GL	1	.5**	0	2***
HH	0	3	2	3
OSG	2	0	0	1
FSE	4	3	3	8
SSB	0	0	0	1
LIB	0	0	0	0
TOTALS	20	18.5	8.5	21

* 3 of these were carried forward and made 07-08

** .5 one-year CLA

*** 1 failed in 08-09, carried forward to 09-10

Source: Office of the AVP Academic Resource Planning

October 1, 2008

- to a large extent appointment planning has been driven over the last number of years by enrolment growth, first to accommodate the double cohort growth (although some double cohort teaching was carried out by limited term instructors), and then to support graduate growth
- in 2006-07, 20 appointments specifically tied to graduate growth were allocated (of these, 3 were carried forward and made in 2007-08); they were spread across several Faculties and programs to help ensure we could meet graduate teaching and supervisory commitments
- as opportunities to make new tenure stream appointments have become more restricted as a result of the budget, we have recently begun to allocate some appointments in a more focused and strategic way specifically to support research development and other priority areas identified in the UAP
- this slide provides the number of appointments, by Faculty, specifically identified as tied to graduate growth (2006-07) or strategic funding (2007-08 onwards)
- so, within the overall appointment allocations, 18.5 “strategic” appointments were funded for 2007-08 (i.e., July 2007 start - of the total of 101 appointments made) and 8.5 for 2008-09 (i.e., July 2008 start - of the total of 67 appointments made)

STRATEGIC APPOINTMENTS 2007-2008 and 2008-2009 (by Faculty)

Arts:

- International Development Studies
- Gender, Peace and Development
- Communication Studies
- Criminology
- Historical Sociology
- Arabic, Islam
- German

Atkinson:

- Logistics Management
- Policy Analysis
- Critical Race and Culture (2)
- Social Work

Glendon:

- Translation (CLA)

Fine Arts:

- Movement for Actors
- Theatre Production, Technical
- Screenwriting
- Dance Technique and Choreography
- Dance Production and Design

Health:

- Fitness/Physical Activity
- Clinical Development (2)
- Clinical Psychology
- Cardiovascular Physiology

Science and Engineering:

- Space Materials
- Physiology
- Organic Chemistry
- Molecular/Cell Biology (2)
- Biomedical Devices

- this slide provides more detail about the areas in which strategic appointments were made for the 2007-08 (start date normally is July 1, 2007) and 2008-09 (start date is normally July 1, 2008) academic years, to support areas of strength such as fine arts, languages and culture, and social work and to build developing areas of priority such as health, the sciences, and engineering



STRATEGIC APPOINTMENTS AUTHORIZED 2009-2010: BY STRATEGIC AREA

Health:

- Medical devices, eHealth & Health Informatics
- Quantitative Health Systems Research Methodology
- Cognitive Science, Visual Perception
- Cardiovascular Physiology
- Medicinal Chemistry
- fMRI

Sciences and Engineering:

- Materials Chemistry
- Mathematical Biology
- Space Science

Environment/Sustainability:

- Sustainable Systems
- Ecology and Evolution

- the call for appointment requests for 2009-10 (developed in consultation with the VP R&I) underlined the importance of strategic investment in appointments in relation to the advancement of research priorities, which are also closely tied to graduate education, as well as to York's growth and development in the sciences
- Deans were invited to submit appointment requests that are:
 - strategic (i.e., that bring together or reinforce disparate strengths in the University, that are catalytic, with the potential to vault York to national and international prominence in a particular area, or that position York to take advantage of funding opportunities especially in areas of emerging public interest)
 - or they promote cluster hiring initiatives (i.e., recruitment in often interdisciplinary groups around common research themes, in particular to build capacity and critical mass in areas where York can contribute to economic development, commercialization, and social innovation, especially in relation to York Region)
 - or they are sustaining appointments (i.e., critical to maintain the academic profile and integrity of the program or Faculty)
- several areas that had previously been identified for attention for strategic and/or cluster appointments were noted in the call: health, culture and entertainment, international studies, environment and sustainability, social justice and social planning; these were intended as examples only, however, and proposals relating to other areas were welcomed
- as a result, appointment allocations for 2009-10 include 20 appointments (plus one carried forward from the previous year) specifically identified as strategic appointments, budgeted from a fund created during last year's budget process for this purpose
- this slide, and the next, provide details about the priority areas advanced by these strategic appointments



STRATEGIC APPOINTMENTS AUTHORIZED 2009-2010: BY STRATEGIC AREA (continued)

Culture and Entertainment/Digital:

- Interactive Digital Media
- Digital Media Computer Graphics

Social Justice/Social Planning:

- Forced Migration, Theory and Critical Policy
- Refugee Humanitarian Studies

Other Areas:

- International Studies
- Law and Society
- Physical Geography
- Intellectual Property
- Corporate/Investment Finance
- Urban Education

• these appointments cross several Faculties and fall into a number of priority areas and areas of strength (in fact, several have the potential to contribute to multiple areas), as indicated on the slide, including in particular:

- health/health sciences
 - sciences and engineering
 - environment/sustainability
 - culture and entertainment
 - social justice/social planning
 - other key areas such as international studies, the social sciences, and professional programs
- these appointments will advance our research and teaching capacity and profile in these important areas and will support expansion of initiatives in health and science and engineering

ACADEMIC PRIORITIES 2008-2009:

- planning for transition to establishment of Faculty of Liberal Arts & Professional Studies, July 1, 2009
- research intensification and profile
- exploration of opportunity/planning for a medical school at York
- planning for science and engineering growth and development
- consultations around graduate planning and alignment
- consideration of potential for and implications of GTA growth and enrolment demand

• at the September 2008 meeting of Senate, President Shoukri identified a number of academic priorities that will be a focus for the coming year and no doubt beyond; to reiterate briefly:

- a major focus of planning efforts, in Arts and Atkinson and a range of other areas across the university, will be on putting everything in place for the launch of the Faculty of Liberal Arts & Professional Studies on July 1, 2009; planning is proceeding smoothly at the highest levels through to the most minute details, and a number of elements will be coming to Senate bodies for approval this year, including establishment of new units (approved at October Senate meeting), governance structures, and general education requirements
- research intensification and enhancement of our research profile remains a fundamental planning priority, as underlined in the discussion of complement planning
- a significant focus is the exploration of the potential for and planning for a medical school at York, through the development of a proposal to government and building support in local health communities, municipal governments, etc.; should government approval be secured, more detailed proposals for consideration of Senate bodies will be developed
- another major initiative is consideration of growth and development of the sciences and engineering, including how we can increase enrolments very significantly in engineering and take the program in new directions, possibly through the creation of a separate Faculty; a working group is looking at options; we are also considering ways of expanding the sciences
- for some time we have been working towards greater coordination of planning around graduate education with undergraduate planning and resource allocations, as well as with advancing research, and consultations are under way this Fall about how to enhance graduate planning and alignment
- a major external issue, with internal implications, will be the development of projections around GTA growth and analysis of the potential impact for York, including whether we should grow and if so on what conditions, and how the possibility of growth may present opportunities to advance academic objectives